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# Industrial Development Board

Eighth session
Vienna, 1-5 July 1991
Item 10 of the provisional agenda

PERSONNEL MATTERS

Issues related to the United Nations common system

Note by the Secretariat

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Summary

Brings to the attention of the Industrial Development Board (a) the recommendations of the International Civil Service Commission approved by the United Nations General Assembly in resolution 45/241, their implications for UNIDO and relevant amendments to the Staff Regulations and Rules; and (b) General Assembly resolution 45/240 on respect for the privileges and immunities of officials of the United Nations and the specialized agencies and related organizations.

CONTENTS

| Chapter | | Paragraphs | Page |
|---|---|---|---|
| I. | AMENDMENTS TO SCHEDULES I AND III AND ANNEX II OF THE STAFF REGULATIONS . . . . | 1 - 7 | 1 |
| II. | AMENDMENTS TO THE STAFF RULES | 8 - 16 | 2 |
| III. | FINANCIAL IMPLICATIONS . . . | 17 | 2 |
| IV. | RESPECT FOR THE PRIVILEGES AND IMMUNITIES OF OFFICIALS OF THE UNITED NATIONS AND THE SPECIALIZED AGENCIES AND RELATED ORGANIZATIONS . . | 18 - 21 | 2 |
| V. | ACTION REQUIRED OF THE BOARD | 22 | 3 |

Annexes

| | | |
|---|---|---|
| I. | SCHEDULE I - SALARY SCALES FOR THE PROFESSIONAL AND HIGHER CATEGORIES . . . . . | 4 |
| II. | SCHEDULE III - STAFF ASSESSMENT . . . . | 5 |

## I. AMENDMENTS TO SCHEDULES I AND III AND ANNEX II OF THE STAFF REGULATIONS

1. As provided in Article 11.5 of the Constitution of UNIDO, "the conditions of service of staff shall conform as far as possible to those of the United Nations common system." In accordance with that principle, regulation 13.3 of the Staff Regulations provides that the Director-General is authorized, within the budgetary level approved by the General Conference, to make appropriate amendments to the schedules and annexes of the Staff Regulations "so as to bring them into conformity with any relevant decisions that may be taken by the General Assembly of the United Nations on recommendation of the International Civil Service Commission."

2. By its resolution 45/241 of 21 December 1990 (section VIII, para. 1), the General Assembly on the recommendation of the International Civil Service Commission (ICSC), approved "with effect from 1 March 1991, the revised scales of gross and net salaries for staff in the Professional and higher categories" through the consolidation of post adjustment classes, by 5 per cent, into the base/floor salary and a corresponding reduction in the post adjustment portion of remuneration, based on a no loss-no gain formula. Furthermore, the General Assembly approved revised staff assessment rates and changes to the maximum admissible levels of expenses incurred under the education grant.

3. Pursuant to Staff Regulation 13.3 schedule I (salary scales for staff in the Professional and higher categories) and schedule III (staff assessment rates) of the UNIDO Staff Regulations, both effective 1 March 1991, and annex II to the UNIDO Staff Regulations (amounts of education grant and special education grant), effective from the scholastic year in force on 1 January 1991, have been amended. The amendments are explained below. Whenever textual changes are involved, the additions are marked by underlining and the deletions shown in square brackets.

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Schedule I: Salary scales for Professional and higher categories

4. The salary scale for the Professional and higher categories has been replaced with the new scale effective 1 March 1991 as approved by the General Assembly (see annex I of the present document).

Schedule III: Staff assessment rates

5. The tables entitled "Assessment" in paragraph (i) have been replaced as approved by the General Assembly (see annex II to the present document).

Annex II: Amounts of education grant and special education grant

6. The paragraph under regulation 6.10(a) of annex II has been reworded as follows: "The amount of the grant for each child per scholastic year shall be 75 per cent of the first [$9,000] $11,000 of admissible educational expenses, up to a maximum grant of [$6,750] $8,250. For staff serving at duty stations where educational facilities are not available or are deemed inadequate, as determined by the International Civil Service Commission, the amount of the grant in respect of primary and secondary education shall be 100 per cent of boarding costs up to $3,000 plus 75 per cent of admissible costs of attendance up to [$9,000] $11,000 per year, with a maximum grant of [$9,750] $11,250. However, in areas where the above-mentioned expenses are incurred in specific currencies, the maximum amounts of admissible expenses expressed in these currencies shall be those set by the International Civil Service Commission".

7. The paragraph under regulation 6.10(b) of annex II has been reworded as follows: "The amount of the grant for each disabled child per year shall be the equivalent of the educational expenses actually incurred, up to a maximum of [$9,000] $11,000. However, in areas where the above-mentioned expenses are incurred in specific currencies, the maximum amounts of admissible expenses expressed in these currencies shall be those set by the International Civil Service Commission".

## II. AMENDMENTS TO THE STAFF RULES

8. The following amendments to the UNIDO Staff Rules have been made as explained below.

9. Appendix E to the Staff Rules, Education Grant, has been amended to conform to the provisions in annex II to the Staff Regulations, as amended, with effect from the scholastic year in force on 1 January 1991.

10. Appendix N to the Staff Rules, Assignment grant and mobility/hardship allowance, has been amended with effect from 1 July 1990 to extend the assignment grant and the mobility/hardship allowance to internationally recruited General Service staff members pursuant to General Assembly resolution 45/241 of 21 December 1990 in which the Assembly took note of the recommendation to that effect addressed by ICSC to the executive heads of the organizations of the common system.

11. Staff rule 106.11, Salary policy in promotions, has been amended with effect from 1 July 1990 in order to reflect the new procedure to be followed when establishing the appropriate step at the higher level upon promotion pursuant to General Assembly resolution 44/198, section I. F, paragraph 1. In that resolution the Assembly endorsed the recommendation of ICSC that the organizations modify their promotion policies to ensure that upon promotion staff members are placed at a step in the higher grade representing no less in monetary terms than the value of two steps in the staff member's present grade.

12. Appendix G to the Staff Rules, Official travel, has been amended in paragraph (s) with effect from 1 January 1991 to include the 80 per cent cash payment option for home leave travel by car.

13. The full texts of the amendments to the Staff Rules are contained in document UNIDO/DG/B/Staff Rules/1/Rev.1/Amend.2 of 27 February 1991.

14. As mentioned in paragraph 2 of the present document, the consolidation of post adjustment classes, by 5 per cent, into the base/floor salary for staff in the Professional and higher categories was offset by a corresponding reduction in the post adjustment portion of remuneration based on a no loss-no gain formula. Pursuant to General Assembly resolution 45/241, in order to avoid a decrease in the salary of the Director-General, the post adjustment and salary levels were maintained at the prior 1 March 1991 levels, namely:

| Net salary (dependent rate) | Net salary (single rate) |
|---|---|
| $88,441 | $77,391 |

15. Pursuant to the same resolution the salary of the Director-General of UNIDO would be increased while the post adjustment portion of his remuneration would be reduced by a corresponding amount. Decision GC.3/Dec.8, annex, paragraph 6 (e) of the contract for appointment of the Director-General specifies that the "... assessable salary, allowances and benefits to which the Director-General is entitled under this agreement shall be subject to adjustment by the Board, after consultations with the Director-General, to keep them in line with those of the executive heads of other specialized agencies within the common system of the United Nations or of members of the staff of UNIDO in the Professional category, as the case may be."

16. In accordance with the above, and following General Assembly resolution 45/251 on the salary for the Administrator of United Nations Development Programme and the Director-General for Development and International Economic Co-operation, the salary of the Director-General of UNIDO with effect from 1 March 1991 would be as follows:

| Net salary (dependent rate) | Net salary (single rate) |
|---|---|
| $92,749 | $82,122 |

## III. FINANCIAL IMPLICATIONS

17. As stated in paragraph 2 of the present document, the consolidation of post adjustment classes, by 5 per cent, into the base/floor salary for staff in the Professional and higher categories was coupled with a corresponding reduction in the post adjustment portion of remuneration, based on a no loss-no gain formula. Therefore, no financial implications emanate from the above. The increase in the dollar amount for education grant will have a minimal financial

impact on UNIDO as, in accordance with annex II to the Staff Regulations, for staff stationed in Vienna, education grant is established in Austrian Schillings and those amounts remained unchanged.

## IV. RESPECT FOR THE PRIVILEGES AND IMMUNITIES OF OFFICIALS OF THE UNITED NATIONS AND THE SPECIALIZED AGENCIES AND RELATED ORGANIZATIONS

18. The General Assembly, in its resolution 45/240 of 21 December 1990, stressed that the growing number of assignments entrusted to the organizations of the United Nations system made respect for the privileges and immunities of officials of these organizations even more imperative and deplored the increase in the number of cases where the functioning, safety and well-being of officials had been placed in jeopardy (para. 2). The Assembly urged the immediate release of all staff members being detained illegally (para. 5), and called upon all Member States scrupulously to respect the privileges and immunities of officials and refrain from any acts that would impede the performance of their functions (para. 4).

19. The Assembly called upon Member States to promote knowledge of and compliance with the Body of Principles for the Protection of All Persons under Any Form of Detention or Imprisonment (contained in General Assembly resolution 43/173), including the principle that such persons should be provided whenever necessary with medical care and treatment (para. 9); and urged all Member States that had not yet become parties to existing international legal instruments covering the privileges and immunities of officials to do so promptly (para. 16). It welcomed the Advisory Opinion of 15 December 1989 of the International Court of Justice that article VI, section 22, of the Convention on the Privileges and Immunities of the United Nations applied to persons other than United Nations officials to whom a mission was entrusted by the Organization (para. 17).

20. The resolution also called upon staff members to comply fully with the provisions of Article 100 of the Charter and their obligations under the Staff Regulations and Rules, particularly United Nations regulation 1.8 (UNIDO staff regulation 1.7) (para. 11). It noted with concern the information provided by the Secretary-General on restrictions on duty travel of staff members (para. 12) and also on taxation on salaries and emoluments (para. 13) and in the latter case requested the Member States concerned and the Secretary-General to agree urgently on appropriate action to be taken (para. 13).

21. Under the auspices of the Federation of Associations of Former International Civil Servants, a number of former executive heads of the United Nations system adopted a statement on the independence and security of international officials. The statement, which was circulated through the Secretary-General of the United Nations to the Commission on Human Rights in accordance with Economic and Social Council resolution 1296 (XLIV), is contained in document E/CN.4/1991/NGO/33 of 8 February 1991 and is available upon request at the present session.

## V. ACTION REQUIRED OF THE BOARD

22. The Board may wish to consider the adoption of the following draft decisions:

A. United Nations common system: Amendments to schedules I and III and annex II of the UNIDO Staff Regulations and amendments to the UNIDO Staff Rules

"The Industrial Development Board:

"(a) Takes note of resolutions 44/198 of 21 December 1989 and 45/241 of 21 December 1990 adopted by the United Nations General Assembly on the United Nations common system;

"(b) Notes the amendments made, in pursuance of regulation 13.3 of the Staff Regulations, to schedules I and III and annex II to the Regulations in order to bring them into conformity with the decisions of the General Assembly set out in its resolution 45/241;

"(c) Also notes the amendments to the UNIDO Staff Rules reported in paragraphs 8 to 13 of the present report;

"(d) Approves, in accordance with paragraph 6 (e) of the contract for appointment of the Director-General (GC.3/Dec.8, annex), with effect from 1 March 1991, the adjustment of his net base salary from $88,441 to $92,749 at dependency rate and from $77,391 to $82,122 at the single rate."

B. Respect for the privileges and immunities of officials of the United Nations and the specialized agencies and related organizations

"The Industrial Development Board:

"(a) Takes note of General Assembly resolution 45/240 on respect for the privileges and immunities of officials of the United Nations and the specialized agencies and related organizations;

"(b) Reiterates its position reflected in its decision IDB.7/Dec.21 paragraph (c) of 9 November 1990."

# SCHEDULE I

## SALARY SCALES FOR THE PROFESSIONAL AND HIGHER CATEGORIES

SHOWING ANNUAL GROSS SALARIES AND THE NET EQUIVALENTS
AFTER APPLICATION OF STAFF ASSESSMENT
(United States dollars)

Effective 1 March 1991

| LEVEL | | STEPS I | II | III | IV | V | VI | VII | VIII | IX | X | XI | XII | XIII | XIV | XV |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Deputy Director-General** | | | | | | | | | | | | | | | | |
| DDG | Gross | 116 442 | | | | | | | | | | | | | | |
| | Net D | 70 350 | | | | | | | | | | | | | | |
| | Net S | 63 600 | | | | | | | | | | | | | | |
| **Director** | | | | | | | | | | | | | | | | |
| D-2 | Gross | 94 478 | 96 644 | 98 809 | 100 993 | 103 200 | 105 407 | | | | | | | | | |
| | Net D | 58 873 | 60 021 | 61 169 | 62 316 | 63 484 | 64 612 | | | | | | | | | |
| | Net S | 53 995 | 54 990 | 55 983 | 56 957 | 57 906 | 58 855 | | | | | | | | | |
| **Principal Officer** | | | | | | | | | | | | | | | | |
| D-1 | Gross | 83 047 | 84 902 | 86 756 | 88 610 | 90 465 | 92 319 | 94 173 | 96 028 | 97 882 | | | | | | |
| | Net D | 52 815 | 53 798 | 54 781 | 55 763 | 56 746 | 57 729 | 58 712 | 59 695 | 60 677 | | | | | | |
| | Net S | 48 749 | 49 600 | 50 451 | 51 302 | 52 153 | 53 004 | 53 855 | 54 707 | 55 558 | | | | | | |
| **Senior Officer** | | | | | | | | | | | | | | | | |
| P-5 | Gross | 72 782 | 74 429 | 76 076 | 77 723 | 79 370 | 81 036 | 82 714 | 84 392 | 86 070 | 87 748 | 89 426 | 91 104 | 92 781 | | |
| | Net D | 47 302 | 48 192 | 49 081 | 49 971 | 50 860 | 51 749 | 52 639 | 53 528 | 54 417 | 55 307 | 56 196 | 57 085 | 57 975 | | |
| | Net S | 43 784 | 44 598 | 45 412 | 46 225 | 47 039 | 47 826 | 48 596 | 49 366 | 50 136 | 50 906 | 51 677 | 52 447 | 53 217 | | |
| **First Officer** | | | | | | | | | | | | | | | | |
| P-4 | Gross | 59 277 | 60 854 | 62 431 | 64 008 | 65 596 | 67 202 | 68 808 | 70 414 | 72 020 | 73 626 | 75 232 | 76 839 | 78 445 | 80 051 | 81 688 |
| | Net D | 39 952 | 40 820 | 41 687 | 42 554 | 43 422 | 44 289 | 45 156 | 46 024 | 46 891 | 47 758 | 48 625 | 49 493 | 50 360 | 51 227 | 52 095 |
| | Net S | 37 101 | 37 884 | 38 666 | 39 448 | 40 234 | 41 028 | 41 821 | 42 615 | 43 408 | 44 201 | 44 995 | 45 789 | 46 582 | 47 374 | 48 125 |
| **Second Officer** | | | | | | | | | | | | | | | | |
| P-3 | Gross | 47 890 | 49 320 | 50 749 | 52 179 | 53 608 | 55 039 | 56 521 | 58 002 | 59 483 | 60 965 | 62 446 | 63 928 | 65 417 | 66 926 | 68 435 |
| | Net D | 33 547 | 34 362 | 35 177 | 35 992 | 36 807 | 37 621 | 38 436 | 39 251 | 40 066 | 40 881 | 41 695 | 42 510 | 43 325 | 44 140 | 44 955 |
| | Net S | 31 325 | 32 060 | 32 795 | 33 530 | 34 265 | 34 999 | 35 734 | 36 469 | 37 204 | 37 939 | 38 673 | 39 408 | 40 146 | 40 891 | 41 637 |
| **Associate Officer** | | | | | | | | | | | | | | | | |
| P-2 | Gross | 38 075 | 39 311 | 40 546 | 41 781 | 43 016 | 44 251 | 45 503 | 46 781 | 48 060 | 49 338 | 50 617 | 51 895 | | | |
| | Net D | 27 814 | 28 543 | 29 272 | 30 001 | 30 729 | 31 458 | 32 187 | 32 915 | 33 644 | 34 373 | 35 101 | 35 830 | | | |
| | Net S | 26 101 | 26 768 | 27 435 | 28 102 | 28 769 | 29 436 | 30 099 | 30 755 | 31 413 | 32 070 | 32 727 | 33 384 | | | |
| **Assistant Officer** | | | | | | | | | | | | | | | | |
| P-1 | Gross | 28 521 | 29 633 | 30 769 | 31 917 | 33 065 | 34 214 | 35 374 | 36 561 | 37 748 | 38 935 | | | | | |
| | Net D | 22 018 | 22 719 | 23 419 | 24 120 | 24 820 | 25 520 | 26 221 | 26 921 | 27 621 | 28 322 | | | | | |
| | Net S | 20 776 | 21 422 | 22 066 | 22 710 | 23 354 | 23 999 | 24 642 | 25 283 | 25 924 | 26 565 | | | | | |

D = Rate applicable to staff members with a dependent spouse or child.
S = Rate applicable to staff members with no dependent spouse or child.

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SCHEDULE II

POST ADJUSTMENTS (AMOUNTS PER INDEX POINT IN UNITED STATES DOLLARS)

(Cancelled; see regulation 6.2)

SCHEDULE III

STAFF ASSESSMENT

Regulation 6.8 (a)

(i) The assessment shall be calculated at the following rates for staff whose salary rates are set forth in regulation 6.1 of the present regulations:

Assessment
(Percentage)

| Total assessable payments (US dollars) | Staff assessment rates for purposes of pensionable remuneration and pensions |
|---|---|
| First $15,000 per year | 4 |
| Next $10,000 per year | 20 |
| Next $10,000 per year | 25 |
| Next $20,000 per year | 29 |
| Next $20,000 per year | 32 |
| Next $20,000 per year | 35 |
| Next $30,000 per year | 37 |
| Remaining assessable payments | 39 |



Assessment (continued)

(Percentage)

| Total assessable payments (US dollars) | Staff assessment rates used in conjunction with gross base salaries and the gross amounts of separation payments | |
|---|---|---|
| | Staff member with a dependent spouse or a dependent child | Staff member with neither a dependent spouse nor a dependent child |
| First $15,000 per year | 13.0 | 17.5 |
| Next $ 5,000 per year | 31.0 | 34.3 |
| Next $ 5,000 per year | 34.0 | 38.6 |
| Next $ 5,000 per year | 37.0 | 41.9 |
| Next $ 5,000 per year | 39.0 | 43.9 |
| Next $10,000 per year | 41.0 | 46.0 |
| Next $10,000 per year | 43.0 | 48.6 |
| Next $10,000 per year | 45.0 | 50.4 |
| Next $15,000 per year | 46.0 | 50.6 |
| Next $20,000 per year | 47.0 | 54.1 |
| Remaining assessable payments | 48.0 | 57.0 |

(ii) The assessment shall be calculated at the following rates for staff whose salary rates are established under regulation 6.5 (a) of the present regulations:

| Total assessable payments (US dollars) | Assessment (Percentage) |
|---|---|
| First $2,000 per year | 11 |
| Next $2,000 per year | 14 |
| Next $2,000 per year | 17 |
| Next $2,000 per year | 20 |
| Next $4,000 per year | 22 |
| Next $4,000 per year | 24 |
| Next $4,000 per year | 26 |
| Next $6,000 per year | 28 |
| Next $6,000 per year | 30 |
| Next $6,000 per year | 32 |
| Next $6,000 per year | 34 |
| Remaining assessable payments | 36 |

(iii) The Director-General shall determine which of the scales of assessment set out in (i) and (ii) above shall apply to staff whose salary rates are established under regulation 6.4 or 6.6 of the present regulations.